

# The Minuteman

The Monthly Recruiting Newsletter of the Texas Army National Guard

November 2015



## Recruiting and Retention Command Welcomes 13 New RBT Graduates In October



**Staff Sgt. Richard Strelesky Wins SMAC 54 Board**  
As Top Regional Recruiter

## Ten Tips

To Boost Your Unit Retention Program

## PLUS:

Incentive Policy Changes You Need To Know for FY16





## FIRST RBT GRADUATES OF FY16

**AUSTIN, Texas** - On October 23<sup>rd</sup>, the Texas Army National Guard Recruiting and Retention Battalion wrapped up its most recent iteration of the Recruiter Basic Training (RBT) course at Camp Mabry. The rigorous, two week program covers all the aspects that a new Texas Army National Guard recruiter might need to know, with classes in basic knowledge and regulations, and an emphasis on tools, tips and tricks for success in the field.

Commencement speaker, Maj. James Carney, Recruiting and Retention Battalion Executive Officer said "The RBT program is critical to the success of new recruiters and our mission for the State of Texas. It takes a person with zero recruiting experience and gives them the preliminary skill set they need to enlist qualified citizen soldiers." According to Carney, it's also a key factor in developing the teamwork required to work as a recruiter. "We need these new recruiters to meet the Recruiting and Retention staff that works with them behind the scenes. It gives them a chance to bond with other recruiters and form that tight cohort."

Sgt. David Richter, one of the 13 RBT students, thought the classes were useful but that the field experience and advice the veteran recruiters shared was far more valuable. "Definitely the most important lesson at RBT wasn't just the classes but the instructors being very clear about the stress that will come with the job and to ensure we don't let that get to us." Richter, from DeBerry, Texas, explained that he is very excited to put the skills he learned to use in his new area of responsibility. "I will be working for Region 2, Team 7. I live in that area and one of the high schools happens to be the high school that I graduated from. That's important to me because I can get in there and help those people better their situations." When asked about whether or not he would be a successful recruiter, Richter replied: "I believe in my ability, so I just put my head down and keep pushing forward. I know that I'll be successful, because failure isn't an option."

### Congratulations to all our newest recruiters!

Sgt. Gene Solis – Team 1	Sgt. Ronald Kapaun – Team 8
Sgt. John Martinez – Team 4	Sgt. Don Nicholson – Team 9
Staff Sgt. Quincey Tidwell – Team 5	Sgt. Ann Mitchell – Team 10
Staff Sgt. Andre Archibald – Team 6	Sgt. Jessie Muniz – Team 10
Staff Sgt. Richard Howes – Team 6	Sgt. David Valdez – Team 10
Sgt. David Richter – Team 7	Staff Sgt. Ismael Enriquez – Team 11
	Staff Sgt. William Davis – Team 15

Graduation speaker, Maj. James Carney, Recruiting and Retention Battalion Executive Officer addresses the RBT graduating class.  
(Texas Army National Guard photo by Steve Johnson)



## FROM THE COMMANDER



**LTC August T. Murray, Ph.D.**

Commander, USA  
Recruiting and  
Retention BN

### Veterans Day

For many Americans Veterans Day has become synonymous with a day off, or a day to hold sales and generate revenue. This past weekend while watching television, a truck commercial referred to fictional characters in a movie as 'Heroes' and encouraged us to honor them by buying/driving their trucks.

I worry sometimes that our society has lost sight of what a Hero is - what the meaning of Veterans Day is. To me, there is a stark difference between a man or woman who puts their life on the line for their country, versus a civilian in the entertainment or sports industry who merrily 'plays' for a living, but never serves their country.

It takes courage and sacrifice to serve - something Veterans understand. I believe our Heroes are our Veterans - because they answered the call - and Veterans Day is our time to honor them.

Here is some background on this holiday:

On Thursday, 11 Nov 15, we honor our Veterans. This marks the Armistice from WWI which occurred on the 11th hour of the 11th day in the 11th month of 1918.

Veterans Day honors all those who served in the U.S. Armed Forces, not to be confused with Memorial Day, which honors those who gave their lives while in service to the country.

While Veterans Day and Memorial Day are federal holidays, a third remembrance occurs annually the third Saturday in May; Armed Forces Day. It falls near the end of Armed Forces Week, which begins on the 2nd Saturday of May and ends on the 3rd Sunday of May.

This observance celebrates all those currently serving in uniform.



# Staff Sgt. Richard Strelsky Wins SMAC 54 Board



KANSAS CITY, Kansas – Recruiters from the Texas Army National Guard had the honor of representing the great state of Texas at the final Strength Maintenance Advisory Council (SMAC) Board in Kansas City from October 23<sup>rd</sup> through 25<sup>th</sup>. The SMAC pits the best recruiting NCOs from seven states: Arkansas, Kansas, Louisiana, Missouri, Nebraska, Oklahoma and Texas, against each other for the coveted seed spot at the Directors Strength Managers Award Ceremony (DSMAC).

Texas representative and SMAC winner, Staff Sgt. Eric Strelsky will compete in the DSMAC in San Antonio, later this year. “Nobody from Texas has ever won the DSMAC and its time for Texas to bring it home,” said Strelsky.

Unfortunately, according to Recruiting and Retention Operations Sergeant Major Sgt. Maj. William Thetford, as of November 1<sup>st</sup>, the Director Army National Guard (DARNG) ended the advisory council charters and is establishing a General Officer Advisory Council (GOAC). “The SMAC has been a valuable asset to Recruiting and Retention and the collective voice of the 54, hats off to them on a job well done.”

## IHSFAN TEAM OF THE WEEK

AUSTIN, Texas - TEAM 13 – The Texas Army National Guard, in cooperation with IHSFAN, honored the students of Connally High School in our ongoing “Team of the Week” program.



Texas Army National Guard Recruiter, Sgt. Diane Wagoner visited Connally High School this month, to recognize the efforts and accomplishments of student leaders and athletes. According to IHSFAN program manager Rick Epstein, “The school communities are thrilled to be recognized. Both the players and coaches alike see the similarities between the Texas Army National Guard and their team with regards to teamwork, dedication, and pride in community.”

Sgt. Wagoner says the program is absolutely beneficial: “Thanks to this program, we (recruiters) have the opportunity for a face to face moment with teens that are already living the Army Values and could potentially be our next Citizen Soldiers. I am able to deliver a quick snap shot of the National Guard lifestyle after high school to a group of highly motivated, fit, and ambitious young Texans. I am proud to be associated with Connally High School and its wonderful attitude of selfless service.”



The Minuteman



**On behalf of the Texas Army National Guard**, I would like to welcome our newest Warrant Officer Team members.

First, welcome Chief Warrant Officer 3, Don Gilmore. Mr. Gilmore is an Armament Systems Maintenance Technician, and he will be replacing Chief Warrant Officer 3 Darby Ledbetter,

as the Silver Siege Warrant Officer.

Also, a Texas Strong welcome to Chief Warrant Officer 2, Reginald Jackson. Mr. Jackson will work in the G6 as an Information Services Technician.

## AFCT TESTING "OPEN CALL" A SUCCESS!

The Recruiting and Retention OSM Section along with assistance from the Education and Incentives Office hosted an "Open-Call" for AFCT Testing in Houston at the 72nd IBCT Headquarters Armory 11-13 September. Mr. Joseph Michael played a vital role in ensuring that Soldiers and NCO's were well-informed and prepared to take advantage of this opportunity.

The intent of the Armed Forces Classification Test is for Soldiers to improve current General Technical (GT) line scores in order to successfully complete future OCS/WOCS applications. Taking this exam will provide current TXARNG Soldiers with future options for career opportunities and advancement. This exam is critical for all Soldiers in order to attain specific job classifications, promotions, or special programs. It directly affects the ability to increase the procurement of Officers/Warrant Officers within the TXARNG.

# THE CHIEF'S CORNER

By Chief Warrant Officer 2<sup>nd</sup> Class Devane R. Love

**The AC to RC Program** provides opportunities for AC transition Soldiers to become warrant officers in the TXARNG. Warrant Officer Candidate (WOC) School Prior Service Recruitment Program is used to allow Active Component Prior Service Non-Commissioned Officers, with the minimum DA WO MOS requirements, to become a warrant officer in the ARNG. These Soldiers could potentially earn the \$20,000 warrant officer accession bonus (WOAB). Soldiers should contact their local recruiter for further details about warrant officer opportunities and prerequisite qualifications.

## Congratulations to all soldiers that qualified on the AFCT:

SGT Sanchez-Nunez, Jenny	SSG Olvera, Juan
SFC Harvey, Anessa	SSG Wittig, David
SGT Curtis, Gabriel	SPC Cao, Henry
SPC Charles, Clarisa	SGT Martinez, Bassanio
SSG Matthews, Daniel	SGT Narvaiz, David
SFC Jackson, Walter	SFC Reyes, Joseph
PVT Thomas, Desmon	SSG Schnur, Brian

## TXARNG RSP WARRIORS SET HIGH STANDARDS



**DALLAS, TX – Team 5** – Congratulations to Spc. Nolan B. Brethowr, of Carrollton, Texas, for being selected as The Draper Armor Leadership Award Recipient for Comanche Troop, 5th Squadron, 15<sup>th</sup> Cavalry Regiment, Fort Benning, Georgia. SPC Brethowr received the award, signed by Brig. Gen. King and a coin on Command Sgt. Maj. Conley's behalf at graduation for setting the standard in training as a Cavalry Scout. The Draper Award is given

annually to promote, sustain, and recognize effective leadership in armor and cavalry units. The award also recognizes individuals who exhibit excellence in leadership or training, or who make significant contributions to the force. "His performance is a reflection of the outstanding Citizen Soldiers we have serving throughout this great nation," said Sergeant Major to the Maneuver Center of Excellence (MCoE) Deputy Commanding General (DCG) Army National Guard, Sgt. Maj. Douglas Conaway.

**WACO, Tx – Team 8** – Congratulations to Spc. Grant S. Foulsham (photo unavailable), for being selected as the Honor Graduate for F Company, 1st Battalion 50th Infantry Regiment, Fort Benning, Georgia. Spc. Foulsham received a certificate signed by Brigadier General King and a coin on CSM Conley's behalf for setting the standard in training as an Infantryman.





## TEXAS CHALLENGE ACADEMY CURRENTLY ENROLLING



The Texas Challenge Academy is currently conducting orientation sessions state-wide for enrollment in the next residential phase, beginning 16 January 2016.

Texas Challenge Academy is an educational recovery program for at risk 16-18 year old high school students by the Texas National Guard and consists of a 22 week residential followed by a one year mentoring phase.

The program is free to Texas residents, and participants are engaged in eight core disciplines: academic excellence, health & hygiene, leadership/followership, job skills, life coping skills, physical fitness, responsible citizenship and service to community. Additionally, students can earn high school credits and, if qualified earn a high school diploma/GED. The Academy is run with a "quasi-military" approach to courtesies and discipline and the students are referred to as cadets during the residential phase but there is no on-going military obligation as a result of attendance.

Visit [www.texaschallengeacademy.com](http://www.texaschallengeacademy.com) or call 1-877-822-0050 for information.

## LEADERSHIP LESSONS

### Recruiter Brings Years Of Experience to RBT



**Team 6** - Staff Sgt. Richard Howes has eight years of recruiting under his belt but that didn't stop him from getting the most out of Recruiter Basic Training. Howes was the class leader for RBT Class 16-001 where he shared his knowledge and experience from the field with his classmates. "I came in with an open mind and I wanted to learn as much as I could" Said Howes. After serving four years on active duty and 14 years between Nevada and California National Guard, Howes is continuing his service in the Texas Army National Guard.

During the RBT course, Howes had some sage advice to share with his classmates. "You have to constantly think about your appearance and how you're acting. You have to be a soldier and be professional at all times. As recruiters we represent a lot of people, from the National Guard to the Governor and the President and we want to make them look good." The Recruiting and Retention Command is happy to have Staff Sgt. Howes on board and we look forward the success that his perspective and experience will bring.



# INCENTIVES POLICY CHANGES FOR FY16

*Recruiters and strength managers take note. FY16 brings changes to the current enlistment and extension bonus programs.*

## Non-Prior Service (NPS)

- Bonus amount is based upon vacancy Tier Level 1-5 (0 – \$20,000)
- 6 X2 or 8X0 option
- SM must score 50 or above AFQT, and meet Tier 1 educational requirements
- 50/25/25: 50% processed when MOSQ from IADT, 25% on 3<sup>rd</sup> anniversary, 25% on 5<sup>th</sup> anniversary

Prior Service (PS) Must Process at MEPS (MTOE/MEDICAL TDA UNITS)



### 3 Year DMOSQ: Lump Sum

Tier 1/2/3 = \$5K

- 6 Year DMOSQ: 50/50 payment

Tier 1/2/3 - \$10K

Tier 4/5 = \$7.5K

- 6Year Non-DMOSQ: 50/50 payment

Tier 1/2/3 - \$10K

Tier 4/5 = \$7.5K

- upon DMOSQ, not authorized GI Bill Kicker or SLRP

- If last period of service was ARNG or Army Reserve, must have one year break in service.\*
- Must be MOSQ with 24 months from enlistment date.
- No more than 16 years TIS (including IRR and ING) in a grade of E7 or below

Enlisted Affiliation Bonus (MTOE/MEDICAL TDA UNITS)



### 3 Year DMOSQ: \$5K (Lump Sum)

- 6 Year DMOSQ: \$10K (50/50 payment)
- 6 Year Non-MOSQ: \$5K (Lump Sum)
- Must be MOSQ within 24 months of contract start date.

Re-enlistment/Extension Bonus (REB)

- Must re-enlist/extend for 2 or 6 years (No longer 3 yrs)
- E7 or below (on contract start date) not to exceed 13 years TIS at current ETS
- Must be DMOSQ. Non-DMOSQ extensions are only authorized for Unit REORG. 6 Year option only, transfer orders required.
- 2 Year bonus is lump sum.
- 6 Year bonus is 50/50.
- Must be in extension window of 365-1 days before ETS:
- 6 Year: 365-1 Days before ETS: \$12,000
- 2 Year: 365-1 Days before ETS: \$4,000

FIELD ENLISTMENTS ARE NOT AUTHORIZED INCENTIVES  
ALL ENLISTMENTS FOR INCENTIVES MUST GO THROUGH GCRC REQUEST AT MEPS  
ONLY GCRC ADDENDUMS ARE AUTHORIZED



- Change as of 15 OCT 15 (EIOM 16-002 Update 4)





# INCENTIVES POLICY CHANGES FOR FY16

*Recruiters and strength managers take note. FY16 brings changes to the current enlistment and extension bonus programs.*

## SLRP

- Up to \$50,000 in repayment
- Must have a pre-approval memo generated by GIMS
- NPS must have AFQT 50 or higher (No AFQT requirement for Prior Service)
- NPS or PS applicants who process through MEPS may receive this incentive simultaneously with the NPSEB, PSEB\*\* or MGIBK as long as eligibility criteria of both programs are met
- Must enlist/reenlist/extend into CS vacancy Tier Level 1-6 for minimum of 6 years
- PS must have no more than 16 years TIS including IRR and ING upon date of enlistment/reenlistment/extension.
- Reenlistment/extension must be within 365 - 1 days of current ETS date
- Reenlistment/extension SM must have less than 13 years TIS at current ETS
- Loans must be dispersed prior to enlistment/extension/reenlistment
- Dispersed loans must be verified on NSLDS printout

## 09S SLRP

- Up to \$50,000 in repayment
- Must have 50 or higher AFQT
- Minimum 6 or 8 year enlistment contract
- Must have minimum 90 semester hours

## Officer/Warrant Officer Accession

- \$10,000 for 6 years – Lump Sum (Officers)
- \$20,000 for 6 years – 50/50 payment (Warrant Officers)

## Officer/Warrant Officer Affiliation Bonus

### Officers:

- Tier Level 1-6 vacancies
- \$20,000
- 3 (AOC qualified only) or 6 (AOC qualified or non AOC qualified)
- 3 year is lump sum payment
- 6 year is 50/50 split

### Warrant Officers:

- MOS Specific Vacancy
- \$20,000
- 3 Year (AOC qualified only)
- 6 Year (AOC Non-qualified only)
- 3 year is lump sum payment
- 6 year is 50/50 split

## MOS Conversion Bonus (MOSCB)

- \$4,000
- 3 years remaining at time of MOSQ in new MOS
- Lump-sum payment
- E6 must have under 10 years TIS, E5 and below-unlimited
- Must be directed by Commander with signed memo and go through FULL application process (refer to FY14 policy for application process)

### Notes:

- \*If PS applicant was not fully qualified to reenlist during last term of Service, a one year break is not required. You must be able to prove that they weren't fully qualified to reenlist.
- \*\*NDMOSQ PS enlistments who accept the PS bonus are not eligible for SLRP or Kicker.
- Reference: EIOM 15-005 dated 30Jun2015





# R&R/ BSM POCs

Commander  
LTC August T. Murray  
(512) 782-1383

Executive Officer  
MAJ Jim Carney  
(512) 782-5404

Command Sergeant Major  
CSM Kristopher Dyer  
(512) 782-5163  
BSM SGM

SGM Richard Grantham  
(512) 914-4889  
BSM SGM

SFC Eric Larsen  
(512) 782-5876  
R&R

SFC James Banks  
(512) 9641361  
TRP CMD / JFHQ / 36ID

SSG William Corcoran  
(512) 538-4841  
HQ 56<sup>th</sup> IBCT

SFC William Pyles  
(512) 608-2594  
HQ 56<sup>th</sup> IBCT

SSG Bryan Calhoun  
(210) 787-9127  
HQ 71<sup>st</sup> BFSB

SFC Craig McCarty  
(512) 565-8849  
HQ 176<sup>th</sup> EN BDE

SFC Chaz Patterson  
(254) 424-1039  
36<sup>th</sup> SUS BDE

SSG Jimmy Smith  
(512) 782-3847  
HQ 72<sup>nd</sup> IBCT

SFC Richard Amundson  
(512) 653-5691  
HQ 36<sup>th</sup> CAB

SFC Tommy Brown  
(512) 517-6742  
136<sup>th</sup> MEB

## 10 TIPS TO BOOST YOUR UNIT RETENTION PROGRAM

- MONTHLY EXTENSION CEREMONIES:** Recognize and honor re-enlisting soldiers at least once every month as a scheduled event as part of your drill weekend.
- UNIT RETENTION NCOs:** Formally appoint a member of your unit as the URNCO to facilitate your unit retention program IAW NGR 601-1. Send to the 2 day URNCO course at Camp Mabry, REC RET CMD HQs.
- RETENTION MANAGEMENT SYSTEM:** Your URNCO, Readiness NCO and Recruiter must use RMS to identify eligible soldiers, track retention and responsibilities.
- UTILIZATION OF DA Form 4836:** Provides obligation requirements and must be processed through RMS to ensure the extension is correctly documented.
- RETENTION INTERVIEWS:** Utilize URNCOs, Recruiters and Brigade Strength Managers as Retention subject-matter experts to assist unit leadership in interviews.
- EXTENSION INCENTIVES:** Promote and encourage 3 and 6 year extension incentives (bonuses) as well as recognition items such as Extend to Defend kits.
- CLIMATE SURVEYS:** Use initially and annually to determine the needs of soldiers, leadership perceptions, training and other concerns. Address retention issues.
- RETENTION IS 1SG & CDR BUSINESS:** 1SGs and CDRs are the driving force behind a successful unit retention program. It is a required CDR's program.
- SPONSORSHIP:** Promote a smooth transition into the unit and make the soldier's first impression a positive one.
- ALTERNATIVES TO SEPARATION:** Work to retain soldiers through other means, such as MOS re-class, geographic reassignment, schools, or change of duties.



# TEXAS RECRUITING AND RETENTION COMMAND CALENDAR OF EVENTS



## NOVEMBER

- 3 RGN I - TM 2 Burleson SASVAB
- 3 RGN IV - TM 16 CC College Prep Day
- 3-4 Command and Staff
- 3-12 136 MEB, WFX (6-2 RSO)
- 5 RGN IV - TM 13 Lehman SASVAB
- 5 RGN I - TM 1 Sul Ross University Career Day
- 5-6 RGN I - TM 3 Mountwood HS Brief
- 5-6 RGN IV - TM 14 Game Stop COD Release
- 6-8 36th ID IDT
- 7 RGN IV - TM 14 Johnson HS Cross Country Meet
- 7 RGN IV - TM 13 Hendrickson HS 5 Mile Hike
- 7-8 RRC IDT
- 8-10 1-112 CAV Texas Days Support
- 10 RGN III TM 12 - Tomball Mem. HS Career Fair
- 10 O3 & O4 AGR Telecon
- 11 Veterans Day
- 11 RGN IV - TM 14 Veterans Day Run
- 12 RSB IPR
- 12 RGN III - TM 12 Pizza Night
- 12 RGN IV RWB Job Fair
- 12 RGN III - TM 12 CISC Center Career Expo
- 13-15 RRC Annual Training
- 13-22 136 MEB
- 14-15 JFHQ
- 14 RGN III - TM 12 Pizza Night
- 14 BSM 136 MEB & C/5-19 SF SRP
- 15 BSM 149 AG C/1-19 SF 197 CS SRP
- 15 RGN IV - TM 14 Madison Forensic Tourney
- 16-20 NGB RSB Inspection
- 18 RGN IV - TM 13 Florence HS College Day
- 20 RGN IV - TM 14 AMP College & Career Fair
- 21 RGN III - Katy Market Days
- 22 Raul Jimenez Annual thanksgiving Event
- 23-27 Block Leave
- 26 Thanksgiving
- 27 MEPS - No Processing
- 28 RGN IV - TM 13 Blue Santa Parade
- 30 Mission Day

## DECEMBER

- 1 RRBN Newsletter
- 3 Command and Staff (Slides Only)
- 3-6 Best Warrior Competition
- 4 MEPS Training Day
- 5-6 JFHQ IDT
- 7-10 DSMAC San Antonio
- 8 Choice Career Fair Houston
- 10-13 RRBN Best Warrior Competition
- 10 Choice Career Fair San Antonio
- 12 RG III - TM 12 NG Pizza Night
- 12 RG III - TM 12 CISC CTE Career Expo
- 12 RRC IDT
- 19 Blue Santa Toy Drive
- 21-31 Block Leave
- 25 Christmas Day
- 30 New Years Eve